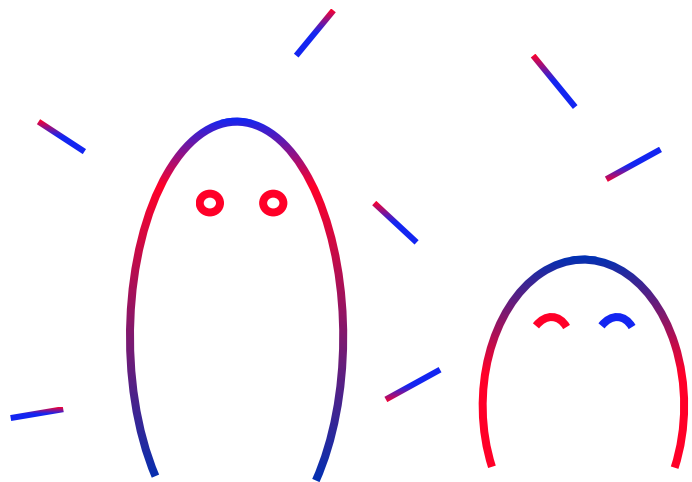


Full Spectrum Coaching Certification Program



M1 (Romania) – Personal Mastery & Development as a Coach (4 Days)

Key Aims

In module 1, participants will be introduced to the theory of evolution of consciousness, assess their levels of self-awareness and start exploring their beliefs/values system. We will provide participants the opportunity to examine their internal emotional dynamics and how it impacts the coaching experience. They will also have a deep understanding of the school methodology, ICF core competencies, ethics and standards, peer coaching/mentoring, study groups, coaching log, individual assignments and progress/graduation evaluation.

Learning Outcomes

At the end of the module, participants will:

- Learn and fully commit to the ICF standards and Ethics Code
- Have a deep understanding of:
 - The seven stages of psychological development and the seven levels of consciousness
 - Primary (conscious) and secondary (unconscious) motivations
- Expand their understanding of the coaching practice and how it differs from other development methods (consulting, mentoring, training, therapy)
- Understand the domains and applications of coaching
- Understand the role of programme coach and mentor, peer coach and mentor, coach, study groups and assignments
- Begin to explore their personal beliefs and values system and how it shapes their coaching style
- Begin to explore and practice their coaching presence
- Understand and practice body positions linked to building rapport in coaching
- Understand and practice basic contracting and goal setting in coaching
- Begin to explore and practice the key coaching competencies of empathy, listening and questioning
- Understand the main human emotions and how they impact mind and body functions
- Understand the negative vs positive emotional ratio, its impact on personal development, health and self-actualisation and leverage it in the coaching process
- Understand the implications of positive and negative emotion attractors (PEA/NEA) and how they impact the coaching presence and experience

M2 (Romania) – Coaching for Performance & Development (4 Days)

Key Aims

In module 2, participants will learn and understand major areas of psychology, how they differ from/influence coaching and they will learn to coach others based on psychometric tests. Participants will also be able to facilitate the personal development process of others and coach others on professional performance-related issues, by using specific coaching techniques.

Learning Outcomes

At the end of the module, participants will:

- Understand the main conceptual principles from the domains of psychodynamics, cognitive behavioural therapy, social psychology, transactional analysis, person-centred and positive psychology
- Understand psychological defence mechanisms and apply coaching techniques to address them
- Understand the creation and embedding process of limiting beliefs and apply coaching techniques to address and redefine them
- Understand and begin to explore the phenomena of transfer and counter-transfer in coaching
- Identify, understand and explore personal sources of self-sabotage
- Understand the self-determination theory how it impacts the coaching process
- Understand the key aspects of perception, motivation and personality in the coaching conversation
- Be able to coach a client on personal development and functional action planning
- Practice deeper levels of coaching contracting, listening, language mirroring and checking for understanding, paraphrasing and summarising in coaching
- Learn and practice feedback and challenge in the coaching conversation
- Be able to express thoughts and feelings that arise from intuition and inspiration in the coaching conversation
- Practice working with the emotional state of the client in coaching
- Ensure client accountability of own actions
- Understand, self-apply and practice coaching for development based on different psychometric tests
- Become more aware of own personal development points
- Be able to use different coaching approaches for personal development and performance improvement
- Significantly enhance their skills related to ICF Core Competencies: setting the foundation, co-creating the relationship, communicating effectively and facilitating learning and results

M3 (France) – Coaching for Life & Transitions (4 Days)

Key Aims

In module 3, participants understand critical concepts of neuroscience and how to leverage them in the coaching experience, using different coaching techniques that stimulate different areas of the brain, to maximize coaching outcomes. They will also understand the stages in human development, the transition process and career development as well as practice supporting another's life decisions and transition.

Learning Outcomes

At the end of the module, participants will:

- Understand neuroplasticity and its impact in coaching
- Understand and practice in coaching the five neural domains that impact human connection and interaction
- Understand the major neurotransmitters and why they are important in coaching
- Understand the foundations of unconscious biases and their impact in coaching
- Understand and practice the activation of different parts of the brain in coaching, through use of representational systems, metaphors and language mirroring
- Begin to explore mindfulness practices and how they may impact the coaching process
- Understand the stages of human development and the evolution process
- Explain how values, interests and drivers influence transitions and practice them in coaching
- Understand the lifetime of transition
- Understand transition and the interpersonal system
- Be able to identify the stage of the coachee's development, the primary needs and secondary needs
- Be able to anticipate and prepare for transition to next level development level – personal mastery
- Understand the concept of “the end is where we start from”: disengagement, dismantling, disidentification, disenchantment and disorientation
- Identify transitions as transactional or transformational and mastery of the process
- Be able to articulate their most important values, together with the belief systems behind them
- Be able to articulate their purpose/mission as a coach
- Be able to use existential coaching to enable clients to uncover their own values and purpose

M3 (France) – Coaching for Life & Transitions (4 Days)

- Practice a deeper coaching presence, through mindfulness techniques
- Be able to use active imagination techniques to broaden their clients vision of their objectives and desired outcomes.
- Understand and put in practice the use of symbols, metaphors and analogies in coaching
- Be able to practice deeper levels of listening
- Focus on career transition and practice career transition coaching
- Further enhance their skills related to ICF Core Competencies: setting the foundation, co-creating the relationship, communicating effectively and facilitating learning and results